**Dana M. Muir**

**Stephen M. Ross School of Business**

**Ann Arbor, Michigan 48109**

**(734) 763-3091**

**EDUCATION**

The University of Michigan Law School

J.D. magna cum laude, May 1990; G.P.A.: 4.01; class rank 2/400

The University of Detroit

M.B.A., December 1980

The University of Michigan

A.B. with distinction, December 1978

**PROFESSIONAL APPOINTMENTS**

 Stephen M. Ross School of Business, Ann Arbor, MI

2008-current Arthur F. Thurnau Professor of Business Law

2005 – 2008 Professor of Business Law

1999 - 2005 Associate Professor of Business Law

2003 – 2004 Louis and Myrtle Moskowitz Research Professor of Business and Law

2003 - 2004 Fellow, CIC Academic Leadership Program

1997 - 1998 Sanford R. Robertson Assistant Professor of Business Administration

1993 - 1998 Assistant Professor of Business Law

2011 – current Member, Center for Research on Learning and Teaching, University of Michigan, Advisory Board

2011-current Proprietor, Muir Fiduciary Services, LLC, Ann Arbor, MI

2008 – 2011 Member, U.S. Pension Benefit Guaranty Corporation, Advisory Committee

5/2009-6/2009 Parsons Visiting Scholar, University of Sydney Law School, Australia

3/2009-5/2009 Visiting Scholar, Workplace and Corporate Law Research Group,

 Monash University, Australia

2007 – 2010 Editor-in-Chief, Annual Supplement, Employee Benefits Law

12/2003 – 5/2009 Member, Board of Trustees, The Aerospace Corporation

 Chair, Compensation and Personnel Committee, 2007

 Member, Executive Committee, 2007

 Security Clearances: Top secret, SCI

2002 - 2004 Member, U.S. Department of Labor Advisory Council on Pension and Welfare Benefits

Fall 2002, University of Michigan Law School

Winter 2001 Visiting Professor of Law

Fall 2000 United States Congress

 Congressional Fellow

Fall 1998 University of Iowa Law School, Iowa City, IA

 Visiting Associate Professor of Law

Fall 1997 University of Michigan Law School

 Visiting Assistant Professor of Law

1992 - 1993 Dykema Gossett, Bloomfield Hills, MI

 Associate

1990 - 1992 Winston & Strawn, Chicago, IL

 Associate

1979 - 1987 Chrysler Financial Corporation, Troy, MI

 Chrysler Corporation, Highland Park, MI

 Human Resources Specialist - Held positions in compensation and benefits, employment and placement, and union relations

**JOURNAL ARTICLES**

*Building Value in the Australian Defined Contribution System: A Values Perspective*, Comparative Labor Law and Policy Review (forthcoming 2011).

*Justice Sotomayor on the Supreme Court: A Boon for Business?,* Virginia Law and Business Review (2009) (lead article; with D. Baumer, S. Greene, G. Mark & R. Thomas).

*Legislation Pending on Investment Advice to 401k Account Clients,* Bank Accounting & Finance Journal (Oct.-Nov. 2009).

*Fiduciary Constraints: Correlating Liability with Responsibility,* 42 Wake Forest Law Review 697-747 (2007) (with Cindy A. Schipani), *reprinted in* 49 Corporate Practice Commentator 937-990 (2008).

*The Use of Efficient Market Hypothesis: Beyond SOX,* 105 Michigan Law Review 1941-1980 (2007) (with Cindy A. Schipani).

*Review of James A. Wooten, The Employee Retirement Income Security Act of 1974: A Political History*, 32.4 Journal of Health Politics, Policy and Law (Duke University Press) 737- 740 (2007).

*The Challenge of Company Stock Transactions for Directors’ Duties of Loyalty,* 43 Harvard Journal of Legislation 437- 85 (2006) (with Cindy Schipani).

*The U.S. Culture of Employee Ownership and 401(k) Plans,* 14 University of Illinois Elder Law Journal 1-33 (2006) (lead article).

*New Standards of Director Loyalty and Care in the Post-Enron Era: Are Some Shareholders More Equal than Others?,* 8 New York University Journal Of Legislation And Policy 279-358 (2005) (with Cindy Schipani).

*ERISA and Investment Issues,* 65 Ohio State Law Review 199-248 (2004).

*Counting the Cash: Disclosure and Cash Balance Plans?* 37 John Marshall Law Review 849-902 (2004).

*Groundings of Voice in Employee Rights,* 36 Vanderbilt Journal of Transnational Law 485-525 (2003).

*The Dichotomy Between Investment Advice and Investment Education: Is No Advice Really the Best Advice,?* 23 Berkley Journal of Employment and Labor Law 1 (2002) (lead article).

*The Future of Fiduciary Issues in Employee Benefit Plans,* 5 Employee Rights & Emp. 5 Pol'y J. 369-377 (2001).

*“Fiduciary Status as an Employer's Shield: The Perversity of ERISA Fiduciary Law"*  2 University of Pennsylvania Journal of Labor and Employment Law 391-462 (2000).

*“From YUPPIES to GUPPIES: Unfunded Mandates and Benefit Plan Regulation*" 34 University of Georgia Law Review195-289 (Fall 1999).

*“The Plan Amendment Trilogy: Settling the Scope of the Settlor Doctrine"* 15 The Labor Lawyer 205 (Fall 1999).

*“Truth or Consequences: Varity v. Howe and Beyond,”* 13 The Labor Lawyer 411-28 (Winter/Spring 1998) (lead article).

*“Contemporary Social Policy Analysis and Employee Benefit Programs: Boomers, Benefits, and Bargains,”* 54 Washington & Lee Law Review 1351-1418 (1997) (lead article in issue).

*“The Intersection of State Corporation Law and Employee Compensation Programs: Is it Curtains for Veil Piercing?,”* 1996 Illinois Law Review 1059-1127 (with Cindy A. Schipani).

*“ERISA Remedies: Chimera or Congressional Compromise?,”* 81 Iowa Law Review 1-53 (1995) (lead article) (cited by the U.S. Supreme Court in Great-West Life & Annuity Ins. Co. v. Knudson, 534 U.S. 204 (2002).

*“Plant Closings and ERISA's Noninterference Provision,”* 36 Boston College Law Review 201-55 (1995) (lead article in annual employment law issue).

*“Changing the Rules of the Game: Pension Plan Terminations and Early Retirement Benefits,”* 87 Michigan Law Review 1034-72 (1989).

**BOOKS & BOOK CHAPTERS**

*Imagining the Ideal U.S. Pension System* (with J. Turner); chapter in: Imagining the Ideal Pension System: International Perspectives. (forthcoming 2011 W.E. Upjohn Institute for Employment Research).

*Constructing the Ideal Pension System: Cross-Country Perspectives of Eleven Authors* (with J. Turner); chapter in: Imagining the Ideal Pension System: International Perspectives. (forthcoming 2011 W.E. Upjohn Institute for Employment Research).

*Imagining the Ideal Pension System: International Perspectives.* (forthcoming 2011 W.E. Upjohn Institute for Employment Research) (co-editor of book with J. Turner).

*The Effect of the Financial Crisis on U.S. Pensions – A Perspective on Financial Services Regulatory Reform* in Protecting Pension Rights in the Economic Crisis, 123-148 (2011).

*2010 Supplement* to *Employee Benefits Law* (Editor-in-Chief of 1,880+ pp. annual supplement) (BNA 2010).

*The Proliferation of Individual Pension Account Options: A Challenge for Institutional Oversight* in Personal Choice in Provision of Retirement Income: Meeting the Needs of Older People,229-249 (Edward Elgar 2009).

*2009 Supplement* to *Employee Benefits Law* (Editor-in-Chief of 1811 pp. annual supplement) (BNA 2009).

*2008 Supplement* to *Employee Benefits Law* (Editor-in-Chief of 1518 pp. annual supplement) (BNA 2008).

*Longevity and Retirement Age in Defined Benefit Pension Plans* in Work Options for Mature Americans, 212-31 (University of Notre Dame Press, 2007) (co-authored with J. Turner).

*A Manager's Guide to Employment Law: How to Protect Your Company and Yourself* (Jossey Bass 2003).

**OTHER PUBLICATIONS AND WRITINGS**

Co-Reporter, United States, *Complementary & Private Pensions Throughout the World 2009, Organization for Economic Cooperation & Development* (2008) (with John Turner).

*The Honorable Sonia Sotomayor and ERISA*, ABA Employee Benefits Committee Newsletter (July 2009).

*Regulatory Reform in the Financial Services Sector: A Pension Lawyer’s Perspective,* ABA Labor and Employment Section Newsletter (Jan. 2009)

*The Market Meltdown and Regulation of Employee Benefit Plans*, ABA Employee Benefits Committee Newsletter (Nov. 2008).

Co-Reporter, United States, *Complementary & Private Pensions Throughout the World 2007, Organization for Economic Cooperation & Development* (2008) (with John Turner).

*Default Investments and Account Fees: Another Approach,* ABA Employee Benefits Committee Newsletter (Winter 2007).

*The Direction of Directed Trustee Liability Under ERISA*, 35 ABA Labor & Employment Law Newsletter (Winter 2007).

Co-Reporter, United States, *Complementary & Private Pensions Throughout the World 2005, Organization for Economic Cooperation & Development* (2006) (with John Turner).

Employee Benefits Law (2nd Ed.), 2005 Cumulative Supplements (Senior Associate Editor until December 2005).

Employee Benefits Law (2nd Ed.), 2003 & 2004 Cumulative Supplements (contributing editor).

*Amicus Brief in Julio Arana v. Ochsner Health Plan of Louisiana,* filed at the request of the Fifth Circuit Court of Appeals, April 2003 (with Edward H. Cooper) (cited in *en banc* decision: Arana v. Ochsner Health Plan, No. 01-30922, 2003 U.S. App. LEXIS 13918 at \*7 n.6 (5th Cir. July 10, 2003)).

*Comment Letter of Dana M. Muir Regarding the Proposed Rules pursuant to Section 307 of the Sarbanes-Oxley Act of 2002,* filed with the Securities & Exchange Commission, available at: http://www.sec.gov/rules/proposed/s74502/dmmuir1.htm, December 18, 2002.

*Sarbanes-Oxley §307: No Mandated Disclosure of ERISA Fiduciary Breaches?,* Vol. 02, No. 233, BNA Pension & Benefits Daily, Dec. 5, 2002; republished in BNA Pension & Benefits Reporter, p. 3196-3198 (2002).

*Appropriate Equitable Relief after* Great-West v. Knudson*,* Employee Benefits Committee Newsletter, ABA, Fall 2002.

*Contingent Workers,* Eleventh Annual National Institute on ERISA Litigation (ABA) L-1 - L-25 (2001) (with Peter O. Shinevar).

*ERISA Remedies and Removal,* 2 Fifteenth Annual National Institute on ERISA Basics (ABA) N-1 - N-38 (2001) (with David M. Cook).

*How About Détente?: The Time Has Come For a Voluntary Fiduciary Resolution Program,* 26 Pension & Benefits Reporter (1999) (with Frank H. Hoffman).

*Curtiss-Wright v. Schoonejongen,* 2 Employment and Labor Law Quarterly 34-35 (1995).

**INVITED PRESENTATIONS, TESTIMONY AND WORKING GROUPS**

Co-Chaired 2010 meeting of the European Network of Research on Supplementary Pensions. Topic: Imagining the Ideal Pension System: A Cross-Country Comparison of Goals and Approaches. Washington D.C. September 10, 2010. (with John Turner).

“The Ideal U.S. Pension System.” Presented at the 2010 meeting of the European Network of Research on Supplementary Pensions. Washington D.C. September 10, 2010 (with John Turner).

Led Summer Editorial and Editing Meeting of the Senior Editors, Employee Benefits Law Treatise, Aug. 7-10, 2009.

Executive Roundtable on the Future of Retirement, sponsored by Society for Human Resource Management, Washington D.C., July 24, 2009.

Pension Benefit Guaranty Corporation, Conversations on Coverage, Meetings January and June 2009.

“The Effect of the Financial Crisis on U.S. Pensions – A Perspective on Financial Services Regulatory Reform”

 Presented at: Monash University Law School, May 12, 2009

 University of Sydney Law School, May 25, 2009

 University of Western Sydney Law School, June 3, 2009

“Fiduciary Constraints: Correlating Obligation with Liability” The Duties of a Modern Corporate Executive, Department of Business Law & Taxation, Monash University, April 1, 2009 (written with Cindy A. Schipani).

Led Winter Editorial Meeting of the Senior Editors, Employee Benefits Law Treatise, Feb. 20, 2009.

Led Summer Editorial and Editing Meeting of the Senior Editors, Employee Benefits Law Treatise, Aug. 8-11, 2008.

Led Winter Editorial Meeting of the Senior Editors, Employee Benefits Law Treatise, Feb. 28, 2008.

“Fiduciary Constraints: Correlating Obligation with Liability” The Duties of a Modern Corporate Executive, Wake Forest Law School, March 30, 2007 (with Cindy A. Schipani).

“The Use of Efficient Market Hypothesis: Beyond SOX,” The Louis & Myrtle Moskowitz Conference on The Impact of Sarbanes-Oxley on Doing Business, The University of Michigan Law School, November 10, 2006 (with Cindy A. Schipani).

“What is Next in Equity Compensation?” Webinar, June 27, 2006.

Testified before the Department of Labor’s Advisory Council on Employee Benefits regarding the selection of annuity providers in defined benefit plans and conflicts of interest of fiduciaries making benefit eligibility determinations. September 22, 2005.

“The Current State of ERISA Remedies” Presented to the national meeting of the American Bar Association, Aug. 9, 2004.

“Counting the Cash: Disclosure and Cash Balance Plans?” Symposium on Employee Benefits Law, John Marshall Law School, April 2, 2004.

“Longevity and Retirement Age in Defined Benefit Pension Plans.” Presented with J. Turner at the Roundtable Workshop sponsored by the Alfred P. Sloan Foundation on Work Options for Mature Americans, University of Notre Dame, Dec. 8, 2003. Also presented by J. Turner at European Network for Research on Supplementary Pensions at the London School of Economics, Sept. 2003 and the Bureau of Labor Statistics, Oct. 2003.

“Fiduciary Follies in Employee Benefit Plans.” Presented at the John Marshall Law School, LLM Program, Oct. 29, 2003.

“A Year of Change: Employer Stock, Health Care Decision Making, and Defined Benefit Plan Funding.” Presented at the annual meeting of the American Corporate Counsel Association, Oct. 10, 2003.

Curing the Post-Enron Pension Migraine.” Presented to the quarterly meeting of the Michigan Employee Benefits Council, Sept. 18, 2003.

“Protecting Your Company & Yourself in Today’s Employment Law Climate.” Presented at LeadersConnect, Sept. 2, 2003.

“Reform of Qualified Retirement Plans.” Presented at the Public Policy for Retirement Security in the 21st Century Symposium sponsored by the Ohio State Law Journal, Michael E. Moritz College of Law and the Center for Law, Policy, and Social Science at The Ohio State University, April 11, 2003.

“Post-*Great-West* Developments in ERISA Remedial Law.” Presented at the Midwinter Meeting of the ABA’s Employee Benefits Committee, February 13, 2003.

“Groundings of Voice in Employee Rights.” Presented at the Corporate Governance and Sustainable Peace Conference sponsored by The William Davidson Institute, Aspen ISIB and Dr. Erika O. Parker, November 23, 2003.

“ERISA Remedies in the Wake of *Great-West v. Knudson.*” Presented at the National Legal Symposium, Loyola School of Law, Institute for Health Law, April 20, 2002.

"Contingent Workers." Presented at theEleventh Annual National Institute on ERISA Litigation, November 9, 2001 (with Peter O. Shinevar).

"Contingent Workforce." Presented at the Fifteenth Annual National Institute on ERISA Basics, May 2-4, 2001.

"ERISA Remedies and Removal." Presented at the Fifteenth Annual National Institute on ERISA Basics, May 2-4, 2001 (with David M. Cook).

"Future of Pensions: Fiduciary Issues." Presented at the 2001 meeting of the Association of American Law Schools, January 5, 2001.

“From YUPPIES to GUPPIES: Unfunded Mandates and Benefit Plan Regulation.” Presented at Hurst Seminar, Sponsored by the University of Florida Business School, February 19, 1999.

“The Politics of Pensions.” Presented at the Annual Education Conference of the Southern Employee Benefits Conference, November 6, 1998.

“Is ERISA an Appropriate Vehicle for Incremental Health Care Reform?” Presented at University of Iowa Law School, December 5, 1997; University of Minnesota Law School, December 8, 1997; Ohio State University College of Law, December 11, 1997; Vanderbilt University Law School, December 18, 1997.

“Is ERISA an Appropriate Vehicle for Incremental Health Care Reform?” Invited keynote address to the University of Michigan Health Policy FORUM, November 21, 1997.

Discussant of “More Than You Ever Wanted to Know About DES Market Share Liability . . . and More,” in the Distinguished Proceedings Paper Session of the Academy of Legal Studies in Business, August 15, 1997.

"Writing for Law Journals." Invited presentation as part of the 1997 ALSB Research Symposium at the annual meeting of the Academy of Legal Studies in Business, August 13, 1997.

"Writing for Law Journals." Invited presentation as part of the 1996 ALSB Research Symposium at the annual meeting of the Academy of Legal Studies in Business, August 8, 1996.

"Federal Protection of Benefit Plan Assets in Cases of Participant Wrongdoing." Invited presentation as the Anne M. Ballantyne Lecture sponsored by the Legal Environment of Business Group at the Graduate School of Business, University of Texas at Austin, March 4, 1996.

"Research Methodology for Legal Studies in Business." Invited panel member at the Tri-State Academy of Legal Studies in Business, November 18, 1995.

"Using Technology to Encourage Interaction in the Classroom." Invited presentation as part of the Master Teacher Symposium at the annual meeting of the Academy of Legal Studies in Business, August 9, 1995.

"Federal Regulation of Employee Benefit Programs." Invited presentation to M.B.A. and Doctoral students majoring in Human Resources, and Human Resources and Business Law faculty members, Indiana University Business School, April 4, 1995.

"Employment Law in the 1990s: Managing a Diverse Workplace." Invited Participant, Panel Discussion at Employment Law Workshop, University of Michigan Business School, March 10, 1995.

**CONFERENCE PRESENTATIONS**

 **(last 3 years)**

“Building Value in the Australian Defined Contribution System: A Values Perspective,” presented at the annual meeting of the Association of American Law Schools, January 7, 2011.

“Investment Advice: A Step Backward,” presented at the annual meeting of the Tri-State Academy of Legal Studies in Business, October 9, 2009.

“Judge Sonia Sotomayor’s Second Circuit Opinions: Analysis and Forecasting,” developed, moderated and presented on panel at the annual meeting of the Academy of Legal Studies in Business, August 5, 2009.

“The 2008 Financial Crisis and Pensions – A Comparative Perspective,” presented at the annual meeting of the Academy of Legal Studies in Business, August 5, 2009.

“The Effect of the Financial Crisis on U.S. Pensions – A Perspective on Financial Services Regulatory Reform,” presented at the annual meeting of the European Network for Research on Supplementary Pensions, Leuven, Belgium, June 19, 2009.

“Individual Pension Savings – A Labor or an Investment Issue?” Presented at the annual meeting of the Academy of Legal Studies in Business, August 14, 2008.

**PROFESSIONAL ASSOCIATION APPOINTMENTS AND ACTIVITIES AND SERVICE**

Member, Thurnau Professor Selection Committee. 2010

Member, Selection Committee for University of Michigan Candidates for national Professor of the Year award. 2010

Faculty Advisor, BBA Law Group, 2009-2010

Core Course Coordinator, MBA and BBA, LHC, 2009-2011

Member, Review Committee on Interdisciplinary Faculty Initiatives, 2008

Core Faculty, Child Health Evaluation and Research Unit, 2006-2008

Member, Executive Committee, Ross School of Business, 2007-2008

Member, CVC Ad Hoc Committee for Review of Penalties, Summer 2007

Co-editor, American Bar Association’s Employee Benefits Committee Newsletter, 2007-current

Member, Research Committee, Ross School of Business, 2005-2006, 2006-2007, 2009-2011

Chair, University of Michigan, Business Law Faculty Search Committee, 2005-2006

Chair, Department of Labor’s Working Group on Defined Benefit Plan Funding and Discount Rate, 2003

Facilities Planning Task Force. Member, UMBS 2003-2004.

Co-chair, Mentorship Subcommittee, Employee Benefits Committee, American Bar Association, 2003-2005.

Member, IOMA Faculty, November 2003 presentation on “How to Fire an Employee Without Getting Sued”

University of Michigan Road Scholar, Governmental Relations Office, 2002

Delegate, White House/Congressional National Summit on Retirement Savings, 2002, 1998

Member, National Institute Faculty, 2001, 11th Annual National Institute on ERISA Litigation and 15th Annual National Institute on ERISA Basics, American Bar Association

Chair, Community Values & Standards Committee, 2001-2002; Member, 2003-2004, 2002-2003

AICPA/ACT Test Item Writer Workshop, July 20-22, 2001 (for Ethics, Professional and Legal Responsibilities, and Business Law section and Business Environment & Concepts section)

Congressional Fellow, 2000, U.S. House of Representatives

Chair, 1998 Academy of Legal Studies in Business Senior Faculty Award, Selection Committee

President (1997-98), Vice President & Program Chair (1996-97); Secretary (1995-96), Midwest Academy of Legal Studies in Business

Staff Editor (2003, 2002, 2001, 2000, 1999, 1998, 1997, 1996); Reviewer (1995, 1994), American Business Law Journal

Editor, Proceedings of the Midwest Academy of Legal Studies in Business, 1996

Referee, Academy of Legal Studies in Business National Proceedings, 1995-2006;

 Holmes/Cardozo competition, Academy of Legal Studies in Business, 1997

Advisory Council Member, Midwest Business Administration Association, 1998-2004

Faculty Sponsor, Undergraduate Research Opportunity Program, 1994-95

Faculty Mentor, University Mentorship Program, 1999-2000, 1997-98, 1995-96, 1994-95

Curriculum Committee, 1999-2001

Information Resources Committee, 1996-1998

Chair, University of Michigan, Business Law Seminar Series, 1997-98, 1995-1996

Co-chair, University of Michigan, Business Law Faculty Search Committee, 1993-1994

Michigan Law Review: Executive Note Editor, 1989-90

 Associate Editor, 1988-89

Admitted to practice law in Michigan and Illinois

**CONFERENCE PROCEEDINGS**

“Individual Pension Savings – A Labor or an Investment Issue?” Academy of Legal Studies in Business (2008).

“It’s a Matter of Trust: Fiduciary Obligations in the Executive Suite.” Academy of Legal Studies in Business (2007) (with Cindy a Schipani).

“Directors’ Duties of Loyalty: Is It Still a Matter of Honor?,” Academy of Legal Studies in Business (2005) (with Cindy A. Schipani).

“Corporate Governance and Fiduciary Obligation: Do the Two Coincide in the Post-Enron Environment?” Academy of Legal Studies in Business (2004) (with Cindy A. Schipani).

"A Proposal to Encourage Investment Advice," 25 Selected Papers of the Tri-State Academy of Legal Studies in Business at 98-117 (2001).

"The Case for Investment Advice," Academy of Legal Studies in Business National Proceedings (2001).

"Untangling the Plan Amendment Trilogy: Balancing the Settlor Doctrine and the Duty of Impartiality,” 23 Selected Papers of the Tri-State Academy of Legal Studies in Business at 37-56 (1999).

"An Efficient Approach to the Enforcement of Health Care Promises," 27 Academy of Legal Studies in Business National Proceedings at 113-131 (1999).

“Solving the Benefit Crisis of the Baby Boomers: An Interest Analysis Approach,” Academy of Legal Studies in Business National Proceedings at 26-49 (1997).

“Shareholder Liability: Federalism and Formalism,” Proceedings of the Midwest Academy of Legal Studies in Business at 72-85 (1997) (with Cindy A. Schipani).

"Ruffling a Few Feathers: The Peacock Decision and Its Effect on Piercing the Corporate Veil," 25 Academy of Legal Studies in Business National Proceedings at 26-50 (1996) (with Cindy A. Schipani).

"Benefit Plan Regulation: Increasing Mandates," Proceedings of the Midwest Academy of Legal Studies in Business at 77-92 (1996).

"Federal Pension Policy: Should Crime Pay?," Selected Papers of the Tri-State Regional Business Association at 1-20 (1995).

“Fiduciary Claims Under ERISA -- Rights Without Recompense?,” 24 Academy of Legal Studies in Business National Proceedings at 1-20 (1995).

"Remedies After Mertens v. Hewitt Associates For Violations of ERISA Section 510," Proceedings of the Midwest Academy of Legal Studies in Business at 16-31 (1995).

"Do Health Care Providers Have a Remedy for Inaccurate Insurance Verifications?," Selected Papers of the Tri-State Regional Business Association at 29-48 (1994).

“An Easy Way to Avoid Employee Benefit Costs -- The Mythology of Contingent Employment,” 23 Academy of Legal Studies in Business National Proceedings at 394-413 (1994).

**RECOGNITION, AWARDS AND HONORS**

Arthur F. Thurnau Professor, awarded 2008.

2005 Outstanding Proceedings Paper Award, Academy of Legal Studies in Business for "Directors’ Duties of Loyalty: Is It Still a Matter of Honor?" (with Cindy A. Schipani)

2004 Outstanding Proceedings Paper Award, Academy of Legal Studies in Business for "Corporate Governance and Fiduciary Obligation: Do the Two Coincide in the Post-Enron Environment?" (with Cindy A. Schipani)

2001 Distinguished Proceedings Paper Award, Academy of Legal Studies in Business for "The Case for Investment Advice."

1999 Outstanding Proceedings Paper Award, Tri-State Academy of Legal Studies in Business for "Untangling the Plan Amendment Trilogy: Balancing the Settlor Doctrine and the Duty of Impartiality.”

1997 Junior Faculty Award of Excellence, Academy of Legal Studies in Business

1997-98 Sanford R. Robertson Assistant Professor of Business Law

1997 Distinguished Proceedings Paper Award, Academy of Legal Studies in Business for "Solving the Benefit Crisis of the Baby Boomers: An Interest Analysis Approach."

1996 Distinguished Proceedings Paper Award, Academy of Legal Studies in Business for "Ruffling a Few Feathers: The Peacock Decision and Its Effect on Piercing the Corporate Veil," (with Cindy A. Schipani) .

1995 Outstanding Proceedings Paper Award, Tri-State Academy of Legal Studies in Business for "Federal Pension Policy: Should Crime Pay?"

1995 Outstanding Proceedings Paper Award, Academy of Legal Studies in Business for "Fiduciary Claims Under ERISA -- Rights Without Recompense?"

1995 Distinguished Paper Award, Midwest Academy of Legal Studies for "Remedies After Mertens v. Hewitt Associates for Violations of ERISA Section 510."

1994 Outstanding Proceedings Paper Award Runner-up, Tri-State Academy of Legal Studies in Business for "Do Health Care Providers Have a Remedy for Inaccurate Insurance Verifications?"

Order of the Coif

**COURSES TAUGHT**

Legal Issues in Managing Your Workforce (graduate business school course focusing on employment issues of relevance to managers, including hiring, firing, nondiscrimination requirements, privacy, benefits, labor relations, and references)

Securities Law (graduate business school course I developed which covers registration, exemptions, fraud, insider trading, etc.)

Law of Enterprise Organization (graduate and undergraduate business school courses focusing on partnership, corporations, U.C.C., and securities law)

Legal Environment of Business (undergraduate business course focusing on contracts, torts, and constitutional law)

Employee Benefits Law (law school course I developed which concentrates in depth on issues in employer-sponsored employee benefit plans)

Executive Education programs on employment law and employee benefits law for domestic and William Davidson Institute programs